

## Effect of Training, Use of Information Technology and the Work Environment on Employee Performance at PT. Nusantara IV Plantations Medan City

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### Abstract

*This study aims to determine the effect of training, use of information technology and work environment on employee performance at PT. Nusantara IV Plantation, Medan City. The research method in this research is quantitative. The location of this research was conducted at PT Perkebunan Nusantara IV Medan City on Jl. Lt. Gen. Suprpto No. 2, Hamdan Kec. Medan Maimun, Medan City, North Sumatra 20212. The time of the study starts in December 2021 until November 2022. The results of the discussion obtained that the t-count value of the Training variable (X1) is 8.811 when compared to the t-table value of 1.659. Then the t-count obtained is greater than the t-table value or  $8.811 > 1.659$ . The calculated t value for the Information Technology Use (X2) variable is -1,339 when compared to the t table value of 1,659. Then the calculated t obtained is smaller than the t table value or  $-1.339 < 1.659$ . The calculated t value for the Work Environment (X3) variable is 2,177 when compared to the t table value of 1,659. Then the t-count obtained is greater than the t-table value or  $2.177 > 1.659$ . The results of hypothesis testing the calculated f value is 843,927 with a sig level of 0.000, therefore the sig value is  $0.000 > 0.05$  and the calculated F value is  $843.927 > F$  table 2.69. The value of R square (R<sup>2</sup>) or the square of R shows the coefficient of determination is 0.961, meaning that the percentage of training (X1), the use of information technology (X2) and the work environment (X3) on employee performance is 96.1% while the remaining 3.9% is influenced by other variables which were not investigated by this study.*

### Keywords

training; use of information technology; work environment; employee performance



## I. Introduction

Employee performance certainly has an impact on the progress of the organization in order to achieve various organizational goals that have been set. As explained by Prawirosentono (2012), performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals or ethics. Performance is basically what employees do or don't do. There are several factors that can affect performance, such as training, information systems and work environment that are considered by the organization. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

Training is an important thing that must be done by the organization. Employees need training to master job knowledge and skills. This is similar to that stated by Noe (2010), that the purpose of training is for employees to master the knowledge, skills, and behaviors emphasized in the training program and apply them to daily activities. Research by Nwokeiwu, et al (2015) shows that training and development is very effective in increasing job satisfaction and performance and tends to improve the overall performance of employees which in turn will have a positive impact on overall organizational performance, especially work productivity.

The development of information technology in today's modern era is the right solution and cannot be dammed, in supporting decision making in an organization that allows jobs to be completed precisely, accurately, and efficiently. The rapid development of information technology and the nuances of openness currently require fast information supported by accurate facts and data. As time changes so quickly, information technology has helped humans in their activities or organizations. Starting from how to communicate, how to produce, how to coordinate, how to think, and how to make decisions through the use of information technology in various activities. Not only that, information technology can be used as material for planning, decision making and evaluation. Information technology is generally intended to produce information in all fields including finance, personnel and so on, all related to tactical organizational activities in carrying out employee performance activities. Technology in this era of globalization is experiencing very fast development, it is characterized by increasingly sophisticated technological equipment and a wider range. With advances in information technology, activities carried out by humans can be completed effectively and efficiently and get maximum results. Technology in this era of globalization is experiencing very fast development, it is characterized by increasingly sophisticated technological equipment and a wider range. With advances in information technology, activities carried out by humans can be completed effectively and efficiently and get maximum results. Technology in this era of globalization is experiencing very fast development, it is characterized by increasingly sophisticated technological equipment and a wider range. With advances in information technology, activities carried out by humans can be completed effectively and efficiently and get maximum results.

Based on the researcher's observations, the problems encountered at PT. Perkebunan Nusantara IV Medan City regarding information technology, namely: there are still employees of PT. Perkebunan Nusantara IV Medan City has not been able to use computer facilities (Hardware) properly. There are still employees of PT. Perkebunan Nusantara IV Medan City is not able to operate computers properly, employees feel that the complete database has not helped employees of PT. Perkebunan Nusantara IV Medan City in overcoming the problems faced at work. PT. Perkebunan Nusantara IV Medan City has a poor network that makes it difficult for employees to access information quickly. There are still employees of PT. Perkebunan Nusantara IV Medan City does not use information technology in improving personnel performance. Information technology used by employees of PT. Perkebunan Nusantara IV Medan City has not been able to make it easier for employees to work. The use of information technology has not been able to improve the performance of employees of PT. Nusantara IV Plantation in Medan City optimally. Information technology used by employees of PT. Perkebunan Nusantara IV Medan City has not been able to increase employee productivity. Employees who work efficiently have not been able to increase the work effectiveness of PT. Nusantara IV Plantation, Medan City. Employees who work efficiently have not been able to increase the work effectiveness of PT. Nusantara IV Plantation, Medan City. Employees who work

efficiently have not been able to increase the work effectiveness of PT. Nusantara IV Plantation, Medan City.

Perkebunan Nusantara IV Medan City, especially in the unit that manages information technology, it seems that this company in the use or management of information technology has provided sufficient hardware, software and human resources to manage the information technology. However, what remains a question is whether the information technology has been managed properly and effectively. The problems found in this agency are that the work environment is not conducive and the use of information technology has not yet been improved and is often inaccurate or no longer in accordance with existing/current conditions (not the latest data).

Based on the description of the background above, the authors are interested in studying how "The Influence of Training, Use of Information Technology and Work Environment on Employee Performance at PT. Nusantara IV Plantation, Medan City. The objectives to be studied in this research are:

1. To find out whether there is an effect of training on employee performance at PT. Nusantara IV Plantation Medan City?
2. To find out whether there is an effect of the use of information technology on employee performance at PT. Nusantara IV Plantation Medan City?
3. To find out whether there is an influence of the work environment on employee performance at PT. Nusantara IV Plantation Medan City?
4. To find out whether there is an effect of training, use of information technology and work environment on employee performance at PT. Nusantara IV Plantation Medan City?
5. To find out how big the influence of training, use of information technology and work environment on employee performance at PT. Nusantara IV Plantation Medan City?

## **II. Review of Literature**

Training is a series of activities designed to increase the experience of skills, expertise, increase knowledge, and change an individual's attitude. The improvement of the capabilities and expertise of these human resources is related to the positions or functions that are their current responsibilities. The target to be achieved from the training program is to improve individual performance in their current position or function. Therefore, the form of training or training is intended to improve the mastery of various skills and techniques for implementing certain, detailed and routine performances. The training process is focused on carrying out the work and applying understanding and knowledge so that the desired result is mastery or improvement of skills.

Based on the above understanding, it can be concluded that job training is a process carried out to train a person's abilities and work skills at work and improve the knowledge, skills, skills and attitudes of employees needed to achieve the job objectives.

### **2.1 Indicators of Ease of Use of Information Technology**

According to Sutarman (2015:14), mentions that there are five indicators to measure the concept of the usefulness of the use of information technology, namely:

1. Hardware(Hardware). A collection of devices such as processors, monitors, keyboards, and printers that receive data and information, process the data and display the data.
2. Software(Software). A collection of computer programs that enable hardware to process data.

3. Database (Database). A collection of interconnected and organized files or a collection of records that store data and the relationships between them.
4. Network(Network and communication facilities). A connected system that supports the sharing of resources between different computers.
5. People(Person). The most important elements in information technology, including the people who work using its outputs.

Meanwhile, according to Nur Miftah (2013) as for information technology indicators, namely:

- a. Become a Job Easier (Makes Job Easier). In order to make maximum use of time at work.
- b. Develop Job Performance (Improve The Job Performance). Performance that follows procedures or procedures according to established standards in order to increase productivity at work so that what is expected goes as desired.
- c. Increase productivity (increase productivity). Provide a good work environment, provide sufficient training, and adequate training, and training in debriefing to form a positive mindset and energy in increasing productivity.
- d. Enhancing Effectiveness (Enhance Effectiveness). To complete responsibilities as an employee, with effective time management because it is the key to everything and has a priority setting of responsibilities at work.

According to Ishak and Tanjung (2019: 105), the benefit of the work environment is to create work passion, so that productivity and work performance increase. Meanwhile, the benefit derived from working with motivated people is that the work can be completed correctly, which means that the work is completed according to the correct standard and within the specified time scale. His work performance will be monitored by the individual concerned, and will not cause too much supervision and his fighting spirit will be high.

## **2.2 Factors Affecting Performance**

The high and low performance of an employee is certainly determined by the factors that influence it either directly or indirectly.

Mangkunegara (2015:67) explains several performance factors consisting of internal and external factors. Internal factors are factors associated with the characteristics of a person. While external factors are factors that come from the environment such as behavior, attitudes and actions of colleagues, subordinates or leaders, work facilities, and organizational climate. Gibson (2016:123-124) states that there are 3 factors that influence performance:

- a. Individual factors: abilities, skills, family background, work experience, social level and demographics of a person. Ability and skill variables are the main factors that affect work behavior and individual performance. Meanwhile, demographic variables have an indirect effect.
- b. Psychological factors: perception, role, attitude, personality, motivation and job satisfaction. This variable is heavily influenced by family, social level, previous work experience and demographic variables.
- c. Organizational factors: organizational structure, job design, leadership, reward system (reward system).

## **2.3 Employee Performance Indicators**

Prawirosentono (2015: 170) states that employee performance is the result of work achieved by a person or group of people in an organization, in accordance with their

respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, not violating the law. The performance indicators are as follows:

1. Effectiveness of doing the job properly
2. Carry out work on time
3. Authority (Authority)
4. Responsibility
5. Initiative

The employee performance indicators above will be discussed below to make it easier to understand employee performance, as follows:

1. Effectiveness of doing the job properly  
Effectiveness is if the goals of the group or organization can be achieved with the planned needs, while efficiency concerns the cost, time and determination of the way (effort, work) in doing something.
2. Carry out work on time  
Completion of work with the planned target time, so that every work that is attempted to be completed according to the plan so as not to interfere with other work.
3. Authority (Authority)  
Legitimate power granted by rules and recognized by others, which allows an individual or organization to demand action and expect compliance.
4. Responsibility  
The ability to complete the assigned work as well as possible and on time and dare to take risks for the decisions he makes.
5. Initiative  
Related to the power of thought, creativity in the form of an idea related to the company's goals. The nature of the initiative should receive attention or a good response from the company and superiors, in other words, employee initiative is the driving force for progress which will ultimately affect employee performance. The opinion says that to get optimal employee performance which is the goal of the organization, it must pay attention to aspects of effectiveness and efficiency, authority and responsibility, discipline and initiative.

Meanwhile, according to Dwiyanto (2016: 52) suggests that to assess organizational performance, several indicators can be used as performance appraisal guidelines, including:

1. Justice questions the distribution and allocation of services provided by public service organizations. This criterion is closely related to the concept of adequacy or appropriateness. Both question whether a certain level of effectiveness, needs and values in society can be met. Issues related to equitable development, services to marginalized groups and so on, will be able to be answered through this criterion.
2. Responsiveness. In contrast to businesses carried out by private companies, public service organizations are part of the responsiveness of the state or government to the vital needs of society.

### **III. Research Method**

Sugiyono (2017:71), Research design is a guideline or procedure and technique in research planning that is useful as a guide for building strategies that produce models. Research design serves to assist the implementation of research so that it can run well. The research method used in this study is a quantitative research method, namely research that

emphasizes analysis on numerical data or numbers obtained by testing hypotheses so that the significance of the relationship between the variables studied is obtained.

Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then draw conclusions.

In this study researchers will determine the sample is employees of PT. Nusantara IV Medan Plantation. According to Siregar, one of the methods used to determine the number of samples is using the Slovin formula, as follows:

$$n = N \frac{N}{1+N(e)^2}$$

Where:

n = number of samples

N = population

e = estimated error rate that can still be tolerated, which is 5%.

Based on the above formula, the sample can be made:

$$\begin{aligned} n &= \frac{147}{1+147(0.05)^2} \\ n &= \frac{147}{1.3675} \\ n &= 107.6 = 108 \end{aligned}$$

So, the sample size needed in this study was 108 respondents. The location of this research was conducted at PT Perkebunan Nusantara IV Medan City on Jl. Lt. Gen. Suprpto No. 2, Hamdan Kec. Medan Maimun, Medan City, North Sumatra 20212  
Research time starts in December 2021 until November 2022

Data collection techniques in this study were carried out by:

1. Observation, namely the way of collecting data through direct observation of the research subject with the subject under study.
2. Interviews, namely by conducting questions and answers to employees of PT. Nusantara IV Plantation, Medan City.
3. Questionnaire (Questionnaire), which is a data collection technique carried out by giving a set of questions or written statements to respondents to answer (Sugiyono, 2017:142).

The provision of an instrument is valid or valid if it has a Pearson product moment correlation coefficient ( $r_{count} > r_{table}$ ) with a significant level of 5% ( $\alpha = 0.05$ ) with the following conditions:

1. If  $r > 0.30$ , then the statement items from the questionnaire are valid.
2. If  $r < 0.30$ , then the statement items from the questionnaire are invalid.

Data analysis is a process that details efforts to formally find themes and formulate hypotheses (ideas) as suggested and as an attempt to provide support and themes for hypotheses.

#### IV. Result and Discussion

This research describes about Effect of Training, Use of Information Technology and Work Environment on Employee Performance at PT. Nusantara IV Plantation, Medan City. It aims to find out how much Effect of Training, Use of Information Technology and Work Environment on Employee Performance at PT. Nusantara IV Plantation, Medan

City. In this study taken as many as 108 Employees of PT. Nusantara IV Plantation, Medan City.

In this study, the authors make data processing in the form of a questionnaire consisting of 8 statements for the variable X1, 9 statements for the variable X2, 8 statements for the variable X3, 7 statements for the variable Y, where the variable X1 is training, X2 is the use of information technology, variable X3 is the work environment and variable Y is employee performance. This distributed questionnaire was given to 108 Employees of PT. Nusantara IV Plantation, Medan City as the research sample and using the Likert Summated Rating (LSR) method.

#### 4.1 Validity Test and Reliability Test

##### a. Validity test

According to Sugiyono (2016: 455) "The validity test is the degree of accuracy between data that actually occurs on objects that can be reported by researchers. Testing validity means testing the extent to which the accuracy or correctness of an instrument as a measuring instrument for research variables. If the instrument is valid (valid), then the measurement results are likely to be correct.

It can be seen that based on the SPSS Version 20.0 Data Processing Test, it is known that the training variable (X1), the use of information technology (X2), the work environment (X3) and employee performance (Y) have a t value > than t table which means that employee performance (Y) significantly correlated with the total score (valid). Based on the results of the Moment Product Correlation that has been carried out on the indicator questionnaire, it can be accepted if the coefficient alpha > from the value of r table  $df = n - 2$ ,  $30 - 2 = 28$  so that the value of  $n = 28$  is 0.361, meaning that the statements in the questionnaire are declared valid because value  $r_{count} > r_{table}$ .

##### b. Reliability Test

Reliability research is concerned with the degree of consistency and stability of data and findings. If the research variables use reliable and trustworthy instruments, the research results can also have a high level of confidence.

**Table 1.** Reliability Test Results

<b>Variable</b>	<b>Cronbach's Alpha</b>	<b>Information</b>
Training (X1)	0.953	Reliable
Use of Information Technology (X2)	0.952	Reliable
Work Environment (X3)	0.931	Reliable
Employee Performance (Y)	0.979	Reliable

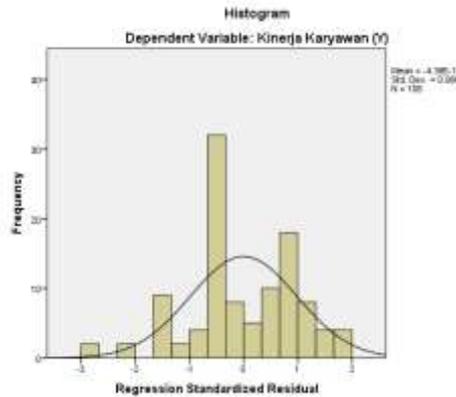
*Source: Data Processing Using SPSS 2.2 (2022)*

From table 1. above shows that the three research instruments have met the element of good reliability, in other words this research instrument is reliable, the level of the research instrument is adequate because it has reached 1 (> of 0.60).

## 4.2 Classical Assumption Test Results

### a. Assumption of normality

Normality Test Normality test is carried out using the PP Plot graph test for testing the regression model residuals as shown in Figure below.



**Figure 1.** Normality Test

In Figure 1. it can be seen that the normal probability plot graph shows that the data spreads around the diagonal line and follows the direction of the diagonal line, so the regression model fulfills the assumption of normality. The histogram also shows that the distribution forms a bell, it can subjectively be concluded that the data is normally distributed.

### b. Multicollinearity Assumption

To analyze whether multicollinearity occurs in a regression model, it can be seen from the VIF value (*Variance Inflation Factor*) and tolerance. From the results of data analysis, the VIF value can be seen in the table below.

**Table 2.** Multicollinearity Assumption Table  
Coefficientsa

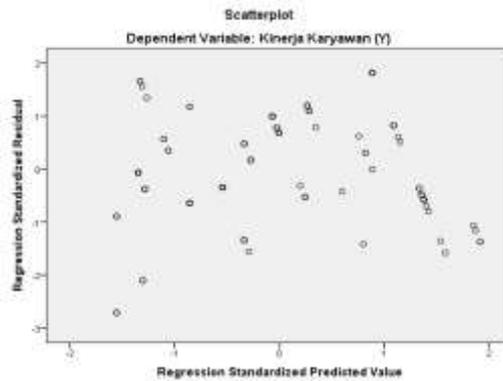
Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
1 Training (X1)	.036	27,727
Use of Information Technology (X2)	.020	49,753
Work Environment (X3)	.026	38.314

a. Dependent Variable: Employee Performance (Y)

Table 2. above shows that the variable has a VIF value less than 10 and a tolerance value greater than 10%, which means that there is a correlation between variables. So from the above it can be concluded that there is multicollinearity between the independent variables in the regression model.

### c. Heteroscedasticity Assumption

The heteroscedasticity test produces a scatterplot pattern as shown in Figure 2. below.



**Figure 2**

The results of the heteroscedasticity test show that the points do not form a certain pattern or there is no clear pattern and the points spread above and below the number 0 (zero) on the Y axis, so there is no heteroscedasticity. Thus, the assumptions of normality, multicollinearity and heteroscedasticity in the regression model can be met from this model.

### 4.3 Multiple Linear Regression Analysis Results

The results of the regression analysis using SPSS Version 20.0 are shown in the following table:

**Table 3.** Multiple Linear Regression Analysis Results  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11,425	.455		25,112	.000
1 Training (X1)	.665	.076	.904	8.811	.000
1 Use of Information Technology (X2)	-.119	.089	-.184	-1.339	.184
1 Work Environment (X3)	.171	.078	.262	2.177	.032

a. Dependent Variable: Employee Performance (Y)

Based on table 3. above, there are several columns in the Coefficients table above. What needs to be considered when looking for a multiple linear regression equation is column 'B'. In column B the value (Constant) is 11,425 and Training (0.665) (X1), Use of Information Technology (-0.119) (X2) and Work Environment (0.171) (X3).

So when written down, the multiple linear regression equation from this study is:  $Y = 11,425 + 0.665X_1 + (-0.119)X_2 + 0.171X_3 + e$ . The multiple linear regression equation can be interpreted as follows:

1. The value of constant (a) is 11,425. This means that if the variable Training (X1), Use of Information Technology (X2) and Work environment (X3), the value is 0, then the value is positive, that is 11,425.
2. The regression coefficient value of the Training variable (X1) is positive, namely 0.665. This means that if there is an increase in Training (X1) by 1%, then employee performance will increase by 0.665 assuming other variables are constant.

3. The regression coefficient value of the Information Technology Use variable (X2) is negative, namely (-0.119). This means that if there is no increase in the use of Information Technology (X2) by 1%, then employee performance will decrease by (-0.119) assuming other variables are constant.
4. The regression coefficient value of the Work Environment variable (X3) is positive, namely 0.171. This means that if there is an increase in the Work Environment (X3) by 1%, then employee performance will increase by 0.171 assuming other variables are constant.

#### 4.4 Partial Test Results (t Test)

Partial test results using SPSS Version 20.0 can be seen in the following table:

**Table 4.** Partial Test Results (t Test)  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	11,425	.455		25,112	.000
1 Training (X1)	.665	.076	.904	8.811	.000
Use of Information Technology (X2)	-119	.089	-.184	-1.339	.184
Work Environment (X3)	171	.078	.262	2.177	.032

a. Dependent Variable: Employee Performance (Y)

Based on table 4.25 above, it can be seen that the t-count value obtained for each variable. While the t table value for nk (108-3) is 105 at a significant level of 5% (0.05) is 1,659. The results of testing the influence of training, use of information technology and work environment on employee performance at PT. The Nusantara IV Plantations of Medan City are as follows:

##### 1. Effect of Training (X1) on Employee Performance (Y)

The results of the analysis obtained the value of t arithmetic for the variable Training (X1) of 8.811 when compared with the t table value of 1,659. Then the calculated t obtained is greater than the value of t table or  $8.811 > 1,659$ . Then it is also seen that the value of sig is smaller than the probability value of  $0.000 < 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted so that the X1 variable has a contribution to Y. A positive t value indicates that X1 has a direct relationship with Y. So it can be concluded that the training variable has a significant effect. positive and significant impact on employee performance.

##### 2. Influence Use of Information Technology (X2) Against Employee Performance (Y)

The results of the analysis obtained the value of t arithmetic for the variable Use of Information Technology (X2) of -1.339 when compared with the t table value of 1,659. Then the calculated t obtained is smaller than the value of t table or  $-1.339 < 1,659$ . Then it is also seen that the sig value is smaller than the probability value  $0.184 > 0.05$  then  $H_0$  is accepted and  $H_a$  is rejected so that the X2 variable has no contribution to Y. A negative t value indicates that X2 does not have a direct relationship with Y. So it can be concluded that the variable Use of Information Technology does not have a positive and significant effect on employee performance.

3. Influence Work environment (X3) Against Employee Performance (Y)

The results of the analysis obtained the value of t arithmetic for the variable Work environment (X3) of 2.177 when compared with the t table value of 1,659. Then the calculated t obtained is greater than the value of t table or  $2.177 > 1,659$ . Then it is also seen that the value of sig is smaller than the probability value of  $0.32 < 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted so that the X3 variable has a contribution to Y. A positive t value indicates that X3 has a unidirectional relationship with Y. So it can be concluded that the variable Work environment positive and insignificant effect on employee performance.

**4.5 Simultaneous Test Results (F Test)**

Simultaneous test results using SPSS Version 22.0 can be seen in the following table:

**Table 5. Simultaneous Test Results ANOVAa**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	763,552	3	254.517	843,927	.000b
	Residual	31,365	104	.302		
	Total	794,917	107			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work Environment (X3), Training (X1), Use of Information Technology (X2)

Based on table 4.26 above, it can be seen that the calculated f is 843,927 with a sig rate of 0.000 therefore sig value  $0.000 > 0.05$  and calculated F value  $843,927 > F$  table 2.69 this shows that  $H_0$  is rejected so it can be concluded that the independent variable X1, X2 and X3 simultaneously have a positive and significant effect on the dependent variable Y.

**4.6 Discussion**

Based on the results of data analysis that has been carried out, it shows that there are Effect of Training, Use of Information Technology and Work Environment on Employee Performance at PT. Nusantara IV Plantation, Medan City.

**a. Influence Training To Employee Performance PT. Nusantara IV Plantation, Medan City**

This statement is evidenced by the results of the t-count value for the Training variable (X1) of 8.811 when compared with the t table value of 1,659. Then the calculated t obtained is greater than the value of t table or  $8.811 > 1,659$ . Then it is also seen that the value of sig is smaller than the probability value of  $0.000 < 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted so that the X1 variable has a contribution to Y. A positive t value indicates that X1 has a direct relationship with Y. So it can be concluded that the training variable has a significant effect. positive and significant impact on employee performance.

**b. Influence Use of Information Technology To Employee Performance PT. Nusantara IV Plantation, Medan City**

This statement is evidenced by the value of t count for the variable Use of Information Technology (X2) of -1.339 when compared with the t table value of 1,659. Then

the calculated t obtained is smaller than the value of t table or  $-1.339 < 1,659$ . Then it is also seen that the sig value is smaller than the probability value  $0.184 > 0.05$  then  $H_0$  is accepted and  $H_a$  is rejected so that the X2 variable has no contribution to Y. A negative t value indicates that X2 does not have a direct relationship with Y. So it can be concluded that the variable Use of Information Technology does not have a positive and significant effect on employee performance.

#### **c. Influence of Work Environment on Employee Performance PT. Nusantara IV Plantation, Medan City**

This statement is evidenced by the results of the analysis obtained by the value of t arithmetic for the variable Work environment (X3) of 2.177 when compared with the t table value of 1,659. Then the calculated t obtained is greater than the value of t table or  $2.177 > 1,659$ . Then it is also seen that the value of sig is smaller than the probability value of  $0.32 < 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted so that the X3 variable has a contribution to Y. A positive t value indicates that X3 has a unidirectional relationship with Y. So it can be concluded that the variable Work environment positive and insignificant effect on employee performance.

#### **d. Influence Training, Use of Information Technology and Work Environment on Employee Performance of PT. Nusantara IV Plantation, Medan City**

Hypothesis test results seen f count is 843,927 with a sig rate of 0.000 therefore sig value  $0.000 > 0.05$  and calculated F value  $843,927 > F$  table 2.69 this shows that  $H_0$  is rejected so it can be concluded that the independent variable X1, X2 and X3 simultaneously have a positive and significant effect on the dependent variable Y. The R value shows a multiple correlation, namely training (X1), the use of information technology (X2) and the work environment (X3) that affect employee performance by 0.980 or 98%. This means that the relationship is close, the larger R means the closer the relationship. R square ( $R^2$ ) or the square of R shows the coefficient of determination is 0.961, meaning that the percentage of training (X1), use of information technology (X2) and work environment (X3) on employee performance is 96.1% while the remaining 3.9% is influenced by other variables. not investigated by this study.

### **V. Conclusion**

1. The results of the analysis of the t-count value for the Training variable (X1) of 8.811 when compared with the t table value of 1,659. Then the calculated t obtained is greater than the value of t table or  $8.811 > 1,659$ . Then it is also seen that the value of sig is smaller than the probability value of  $0.000 < 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted so that the X1 variable has a contribution to Y.
2. The results of the analysis obtained the value of t arithmetic for the variable Use of Information Technology (X2) of -1.339 when compared with the t table value of 1,659. Then the calculated t obtained is smaller than the value of t table or  $-1.339 < 1,659$ . Then it is also seen that the value of sig is smaller than the probability value of  $0.184 > 0.05$  then  $H_0$  is accepted and  $H_a$  is rejected so that the X2 variable has no contribution to Y.
3. The results of the analysis obtained the value of t arithmetic for the variable Work environment (X3) of 2.177 when compared with the t table value of 1,659. Then the calculated t obtained is greater than the value of t table or  $2.177 > 1,659$ . Then it is also seen that the value of sig is smaller than the probability value of  $0.32 < 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted so that the X3 variable has a contribution to Y.

4. The results of hypothesis testing the calculated f value is 843,927 with a sig rate of 0.000 therefore sig value  $0.000 > 0.05$  and calculated F value  $843,927 > F \text{ table } 2.69$  this shows that  $H_0$  is rejected so it can be concluded that the independent variable X1, X2 and X3 simultaneously have a positive and significant effect on the dependent variable Y.
5. The value of R square ( $R^2$ ) or the square of R shows the coefficient of determination is 0.961, meaning that the percentage of training (X1), the use of information technology (X2) and the work environment (X3) on employee performance is 96.1% while the remaining 3.9% is influenced by other variables. which were not investigated by this study.

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